

MEMORANDUM FOR 1ST BATTALION, 4TH INFANTRY REGIMENT

SUBJECT: Command Philosophy

1. PURPOSE. The purpose of this memorandum is to disseminate and communicate to all the Soldiers assigned to or attached to the battalion some of my general principles that govern my thoughts and conduct as a commander. I will publish a vision, priorities, training philosophy and other pertinent documents in the near future after I have the opportunity to observe the battalion and make an assessment together with the Warrior leadership.

2. It is a tremendous honor, privilege and responsibility to command this battalion. I take my responsibility as your commander seriously. Know that I am committed to the well-being of every WARRIOR and family member. As such, I see my responsibilities of being the commander to provide guidance and direction; provide subordinate units and Warriors with the resources they need to accomplish the mission; establish a command climate that enhances and promotes growth, empowers leaders to make decisions, and where every Warrior is treated fairly with dignity and respect. I am committed to and live the Army values and the Soldier's creed daily. Additionally, everyone should know and be confident that starting with the leadership, everyone in this battalion will take care of every Warrior and their families.

3. The old adage of the unit does well only in those things that the leader checks is still true; however, in today's complex environment, the organizationally appointed leader will not always be present. Therefore, everyone in this battalion is a leader at some level. I expect that everyone operate and act with that in mind, albeit that all are operating at different levels of maturity and experience. Below are four principles that I want the Warriors to follow in order for the unit to be successful and accomplish the mission.

a. THINK. I expect all Warriors at all levels to think. They must think and be creative as to how they are going to accomplish their assigned mission within the commander's intent. Warriors must be able to think about the consequences, the second and third order effects of their actions.

b. BE AGGRESSIVE. All Warriors are aggressive in everything they do, taking the initiative and being proactive. Due to the fact that we are in the business of developing leaders I know mistakes will be made; I expect mistakes to be made. I am prepared to underwrite honest mistakes. I encourage all Warriors to take prudent risks and not be afraid of making mistakes but always keep the safety of all Warriors in mind.

c. GET BETTER EVERYDAY. I expect all Warriors to work as a team to accomplish whatever mission we are assigned. While all Warriors need not be afraid to make mistakes, they must learn from their mistakes and be constantly on the lookout for opportunities to help other Warriors and improve on a daily basis.

d. HAVE FUN! Part of being a successful leader is to be able to balance work/mission with your family/personal life. You have a special opportunity to travel and experience other cultures that your peers in the US do not have. I encourage everyone to figure out what they like, what they want to do, and get out and do it.

DON'T TREAD ON ME!

RAFAEL A. PAREDES
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Commanding